

*US Army Garrison, Picatinny Arsenal, NJ
Strategic Goals and Objectives*

Goal 1: Develop and retain the best leaders and most professional workforce to accomplish Army goals and objectives.

Goal 1 Objectives:

1.1 Acquire, develop and retain leaders who effectively lead people, manage resources, ensure continuity of leadership, and sustain a learning environment that drives continuous improvement in performance.

1.2 Acquire, develop and retain a diverse workforce that is technically competent, agile, motivated, knowledgeable, postured to meet the challenges of today's and tomorrow's mission. A diverse, results-oriented high performing workforce is achieved by developing employees to their fullest potential.

1.3 Further develop, deploy and inculcate the IMCOM identity, esprit de corps and culture. Further develop the culture within IMCOM characterized by organizational values such as customer service, teamwork, performance excellence, empowerment, innovation and appreciation for employees.

Goal 2: Optimize resources and employ innovative means to provide premier facilities and quality services

Goal 2 Objectives:

2.1 Develop and formalize strategic business partnerships.

Develop and maximize strategic business partnerships to leverage external funding, technology, services, manpower, expertise and business practices in mutually beneficial relationships leading to achievement of strategic and operational goals with fewer in-house resources than otherwise possible, e.g. Enhanced Use Lease, cooperative agreements and use of students and interns.

2.2 Deploy and institutionalize processes for fact-based decision making. Develop and deploy decision making processes that are consistent across IMCOM and based on comparable data and rationale.

2.3 Align resource allocation with validated requirements and IMCOM's strategic priorities.

Deploy a validated and documented requirements determination process to drive resource allocation across IMCOM that supports strategic, operational and tactical priorities.

2.4 Seek best practices internal and external to the organization and apply throughout IMCOM.

Deploy a process for obtaining or making available performance data and business processes internal and external to IMCOM for the purposes of internal learning and process improvements; continuously benchmark within IMCOM and with outside best practice sources.

2.5 Identify future risks, opportunities and liabilities and implement actions now.

Be proactive in identifying impending changes in the IMCOM/Army operating environment that may impact IMCOM's ability to perform its mission; develop action plans to leverage potential opportunities and mitigate potential threats to ensure seamless mission accomplishment; include emphasis on safety and security.

Goal 3: Be a streamlined, agile organization that is customer-focused and results-driven in support of current and future missions

Goal 3 Objectives:

3.1 Define and continuously improve processes so that they are streamlined, standardized and repeatable across IMCOM.

Document key business processes across IMCOM operations and standardize to recognize best practices; apply lean/six sigma and other business process redesign techniques to maximize efficiency, effectiveness and agility.

3.2 Institutionalize knowledge management. Institutionalize knowledge acquisition, development and sharing, e.g. customer intelligence, lessons learned and best practice information; maximize efficiency and effectiveness of Information management capabilities, e.g. corporate databases, accessible information portals, etc.

3.3 Gain efficiencies by streamlining organization structures and clarifying roles and responsibilities. Streamline and standardize IMCOM organization structures, roles and responsibilities to facilitate efficient and effective processes, communication and customer interface.

3.4 Build relationships of trust and confidence through open communication with all customers and stakeholders, internal and external. Implement processes and practices to demonstrate and publicize an IMCOM history of timely and effective responsiveness to customer needs; ensure customer and internal awareness of IMCOM ongoing successes and achievements.

Goal 4: Build and sustain a state of the art infrastructure to support readiness and mission execution and enhance well-being of the Military community

Goal 4 Objectives:

4.1 Demonstrate leadership as stewards of environmental resources. Identify best practices in environmental stewardship and adopt where possible within IMCOM; stretch to become a world leader in environmental stewardship while meeting mission requirements; achieve formal and media recognition as a leader in environmental stewardship and social responsibility.

4.2 Outsource facilities and services (to include personnel) when economical and while maintaining mission support. Seek the best solution for providing facilities and services to meet customer needs over the long term, and privatize or outsource when that is the best option for meeting those needs.

4.3 Plan and design installations to embrace and adapt to changing requirements. Plan and design infrastructure (facilities and services as appropriate) to meet the needs of Army Transformation, including Army Modular Force (AMF), Integrated Global Presence and Basing Strategy (IGPBS), Base Realignment and Closure, (BRAC), etc.

4.4 Seek and develop advanced concepts and technologies to facilitate state of the art installations. Identify and leverage technology that is Commercial Off the Shelf (COTS), in use at OGA/industry, or in development with potential application to bring state of the art infrastructure to Army installations.